

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2006-2007)**

(FOURTEENTH LOK SABHA)

TWENTIETH REPORT

ON

**MINISTRY OF HEALTH AND FAMILY WELFARE
(DEPARTMENT OF HEALTH)**

**“Reservation for and Employment of Scheduled Castes and Scheduled Tribes
in All India Institute of Medical Sciences including reservation for
SCs and STs in admission therein”**

Presented to Lok Sabha on 7.3.2007

Laid in Rajya Sabha on 6.3.2007

**LOK SABHA SECRETARIAT
NEW DELHI**

March, 2007/Phalguna, 1928 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (2006-2007)**

Shri Ratilal Kalidas Varma - Chairman

MEMBERS – LOK SABHA

2. Shri Anandrao Vithoba Adsul
3. Shri S. Ajaya Kumar
4. Shri M. Appadurai
5. Shri Biren Singh Engti
6. Shri Eknath M. Gaikwad
7. Dr. P.P. Koya
8. Shri G.V. Harsha Kumar
9. Shri Rajesh Kumar Manjhi
10. Shri Kailash Meghwal
11. Shri Rupchand Murmu
12. Shri Jual Oram
13. Shri Ashok Kumar Pradhan
14. Shri Harikewal Prasad
15. Shri Ashok Kumar Rawat
16. Shri Bajju Ban Riyan
17. Dr. (Col.) Dhani Ram Shandil
18. Shri Sugrib Singh
19. Shri Lalit Mohan Suklabaidya
20. Shri Vanlalawma

MEMBERS – RAJYA SABHA

21. Shri Sharad Anantrao Joshi
22. Shri Robert Kharshiing
23. Shri Surendra Lath
24. Shri Lalhming Liana
25. Shri Harendra Singh Malik
26. Dr. Radhakant Nayak
27. Shri Nabam Rebia
28. Smt. Maya Singh
29. Shri Veer Singh
30. Shri Nandi Yellaiah

SECRETARIAT

1. Dr.(Smt.) Paramjit Kaur Sandhu - Additional Secretary
2. Shri P.K. Misra - Joint Secretary
3. Shri Gopal Singh - Director
4. Ms. J.C. Namchyo - Deputy Secretary
5. Smt. Maya Lingi - Under Secretary

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Twentieth Report (Fourteenth Lok Sabha) on the Ministry of Health and Family Welfare - "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for SCs and STs in admission therein".

2. The Committee took evidence of the representatives of the Ministry of Health and Family Welfare (Department of Health) and All India Institute of Medical Sciences on 17th January, 2005 and 4th April, 2005. The Committee wish to express their thanks to the officers of the Ministry of Health and Family Welfare (Department of Health) and All India Institute of Medical Sciences for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 9th January, 2007.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).

New Delhi;
March, 2007

Phalguna, 1928(Saka)

(RATILAL KALIDAS VARMA)
Chairman
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

CHAPTER – I

INTRODUCTORY

A. Brief History

1.1 The existence of All India Institute of Medical Sciences (AIIMS) is the creation of the vision of the first Health Minister of independent India, Rajkumari Amrit Kaur who felt that she must create an institution which would excel in post graduate study and maintain the higher standards in the medical education. She had also envisioned that the institution would function like a university, would be allowed a large measure of autonomy so that they could experiment medical education and also seek out and make initiatives in various field of medical science, in training, in research and most importantly in patient care.

1.2 AIIMS has 50 departments and centres with as many as 142 super speciality clinics. Currently there are more than 500 faculty members, a thousand resident doctors and 1,650 nurses. The Committee have been informed that only 50 students in MBBS course are admitted every year. There are a large number of post-graduate students in a variety of specialities. AIIMS also provides the opportunity for training in paramedical services which are equally important for any hospital to function efficiently. Nearly 4,000 students had received MD/MS degrees till the convocation held in 2004. An additional 389 students had received sub-speciality degree in cardiology, neurology, endophrenology, and nephrology which are sub-specialities of medicine. Similarly, in the sub-specialities of surgery, there are 350 students.

1.3 The Committee have also been informed that AIIMS has introduced newer courses in a variety of basic disciplines, most importantly in nursing, ophthalmic techniques and radio-diagnosis. AIIMS has been providing training to Defence personnel who form the bulwark of Indian Armed Forces and a variety of other sponsored candidates from State Medical Services, the Railways and from other such defined governmental services.

AIIMS also receives students from different countries all over the world and under the aegis of WHO and provides training to them.

B. Organisational Set-Up

1.4 The Committee have been informed that as per Government instructions, in each Ministry/Department/Attached and Sub-ordinate offices, the Deputy Secretary in charge of Administration (or another officer at least of the rank of Deputy Secretary designated for the purpose) will act as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the Ministry/Department. To assist the Liaison Officer in the discharge of his duties effectively, every Ministry/Department has to set up a Cell under the direct control of Liaison Officer. In the Ministry of Health and Family Welfare a Liaison Officer has been appointed invariably in the rank of Joint Secretary. In so far as All India Institute of Medical Sciences is concerned, there is a Liaison Officer to monitor the implementation of reservations for Scheduled Castes and Scheduled Tribes in Secretarial, Technical and Teaching personnel.

C. **Institute Body and Governing Body for All India Institute of Medical Sciences (AIIMS)**

1.5 The Committee have been informed that the All India Institute of Medical Sciences (AIIMS) was established under an Act of Parliament, 1956. Section 4 of the AIIMS Act, 1956 provides for the composition of the Institute Body as under:-

The Institute Body shall consist of the following members, namely:-

- (a) The Vice-Chancellor of the Delhi University, - ex-officio;
- (b) The Director-General of Health Services, - ex-officio;
Government of India
- (c) The Director of the Institute, - ex-officio;

- (d) Two representatives of the Central Government to be nominated by that Government, one from the Ministry of Finance and one from the Ministry of Education;
- (e) Five persons of whom one shall be a non-medical scientist representing the Indian Science Congress Association, to be nominated by the Central Government;
- (f) Four representatives of the medical faculties of Indian Universities to be nominated by the Central Government in the manner prescribed by rules; and
- (g) Three members of Parliament of whom two shall be elected from among themselves by the members of the House of the People and one from among themselves by the members of the Council of States.

1.6 The Committee have also been informed that Section 10 of AIIMS Act, 1956 provides for the Governing Body as under:-

- (1) There shall be a Governing Body of the Institute which shall be constituted by the Institute from among its members in such manner as may be prescribed by regulations.
- (2) The Governing Body shall be the executive committee of the Institute and shall exercise such powers and discharge such functions as the Institute may, by regulations made in this behalf, confer or impose upon it.
- (3) The President of Institute shall be the Chairman of the Governing Body and as Chairman thereof shall exercise such powers and discharge such functions as may be prescribed by regulations.

1.7 Regulation 5 of AIIMS Regulations, 1999 provides for the composition of the Governing Body as under:-

- | | | |
|-------|---|-------------------|
| (i) | President of the Institute | Chairman |
| (ii) | Director General of Health Services | Ex-Officio Member |
| (iii) | Representative of the Ministry of Finance | Member |
| (iv) | Director, AIIMS | Member |
| (v) | One member, elected by the members of the Institute from amongst the three members of the Parliament elected to the Institute | Member |
| (vi) | Six members to be elected by the Members of the Institute from amongst themselves | |

1.8 The Committee have also been informed that the Institute Body is constituted by the Central Government in accordance with the composition laid down under Section 4 of the AIIMS Act, 1956, while the Governing Body is constituted by the Institute Body from amongst its members in accordance with the composition as stated above under Regulation 5 of AIIMS Regulations, 1999.

1.9 When asked for not appointing any person belonging to SC/ST community on the Governing Body of AIIMS it was stated that there is no provision for reserved category candidates in the composition itself. However, in the past, members belonging to SC/ST community were members of the Institute Body nominated by the Central Government and they became members of the Governing Body.

1.10 The Committee note that the Section 10 of AIIMS Act 1956 provides for constitution of Governing Body of the Institute. As per Regulation 5 of AIIMS Regulations, 1999, the Governing Body is constituted by the Institute Body from amongst its members whereas the Institute Body is constituted by the Central Government. The Governing Body comprises of President of Institute as Chairman, Director General of Health Service as Ex-Officio Member, a representative of the Ministry of Finance as Member, Director, AIIMS as Member,

one Member elected by the Members of the Institute from amongst the three members of the Parliament elected to the Institute and six Members to be elected by the Members of the Institute from amongst themselves.

The Committee regret to note that there is no provision made for inclusion of reserved category candidates in the composition of the Institute Body and the Governing Body. However in the past members belonging to SC/ST community were members of the Institute Body nominated by the Central Government and they became Members of the Governing Body. The Committee note with concern that at present there is no SC/ST member in the Governing Body of AIIMS. The Committee are of the view that nominating SC/ST Member in the Governing Body as also in Institute Body would definitely help to watch the interests of SC/ST communities. The Committee, therefore, recommend that Government should take appropriate action for making mandatory provision to nominate one SC/ST member each in the Institute Body and Governing Body of AIIMS.

CHAPTER - II
RESERVATION IN ADMISSIONS

A. Admission Procedure

2.1 The Committee have been informed that the admission to various Academic courses viz. Bachelor of Medicine and Bachelor of Surgery (MBBS), B.Sc. (Hons.), Human Biology, B.Sc.(Hons.) Nursing, B.Sc. Nursing (Post-Certificate), B.Sc (Hons.) Para Medical, Master of Science (M.Sc.)/ Master of Biotechnology (M. Biotechnology), MD/MS/MDS/MHA/M.Ch. (6 years), DM & M.Ch. Ph.D in AIIMS is made on the basis of merit through written Test (MCQs).

2.2 The Committee have also been informed that by way of Institutional preference the institutional candidates i.e. those who graduate from All India Institute of Medical Sciences shall be preferred for admission against 50% of total MBBS seats of AIIMS in accordance with the judgment of the Hon'ble Supreme Court and subsequent judgment dated 7.5.2004 of the Supreme Court in Saurabh Chaudhary Vs. Union of India W.P. © No. 29 of 2003 and connected matters. The Committee have also been informed that any seat left vacant out of the AIIMS preferential seats or any other reserved seats shall be available to other open general category candidates in order of merit.

2.3 When the Committee asked about the directions of the Supreme Court of India/Government of India in this regard, extracts of Supreme Court order dated 22nd June, 1984 and letter dated 19th December, 1984 from the Ministry of Health and Family Welfare regarding non-applicability of reservation in D.M./M.Ch. courses together with judgment dated 8th July, 1997 delivered by Hon'ble Delhi High Court regarding reservation in super speciality have been furnished. Following is the judgment delivered by Hon'ble Delhi High Court:-

C.W.2475 & C.M.4934/97 Forum for Rights and Equality & Ors Vs. Union of India and Ors.

“The benefit of reservation on account of Scheduled Castes and Scheduled Tribes has already been availed of at the time of original admission to medical college and thereafter in post graduation courses. At some stage, merit must come into operation. In our view, in case of super-specialty, merit must operate.”

The directions of Hon'ble Supreme Court of India as issued by the Ministry of Health and Family Welfare/Governing of India in this regard are being followed by AIIMS.

2.4 In reply, whether legal advice was sought by the AIIMS to overcome the situation arising out of the direction of Supreme Court for not providing reservation in D.M./M.Ch. courses it has been stated that the matter is pending in Supreme Court.

B. Relaxation offered to SC/ST Candidates

2.5 The Committee have been informed that reservation of 15% for SC and 7.5% for ST is applicable in admission to all above academic courses except DM/M.Ch.

2.6 The Committee have been informed that the Institute conducts Entrance Test for admission to various academic courses and the relaxation in standard is allowed to Scheduled Caste and Scheduled Tribe students. The details of the same are as under:-

(a) MBBS Course

The Institute has a total of 50 seats. Out of 50 seats, 5 seats are reserved for foreign national candidates which are nominated by Government of India, Ministry of Health and Family Welfare and Ministry of External Affairs. Out of remaining 45 seats, 7 are reserved for SC and 4 for ST candidates. Further, 3% seats are reserved for Orthopaedic physically handicapped persons on horizontal basis. If requisite number of suitable candidates are not available to fill the seats reserved for the SCs, the same are filled out of the candidates belonging to the STs and vice versa. In case suitable

candidates are not available from the above two reserved categories, the vacant seats are filled by the candidates from the general category.

(b) B.Sc.(Hons.) Nursing/B.Sc. Nursing (Post-Certificate)/B.Sc.(Hons.) Para Medical Courses

15% and 7.5% of the seats in each course are reserved for candidates belonging to the SCs and the STs, respectively. If requisite number of suitable SC candidates are not available to fill up the seats reserved for them, the same will be filled up by the candidates belonging to the STs and vice versa. In case suitable candidates are not available from the two reserved categories, the vacant seats will be filled by candidates from the general category.

(c) M.Sc./M.Biotechnology course

15% and 7.5% of the seats are reserved for candidates belonging to the SC and the ST communities, respectively. If requisite number of suitable candidates are not available to fill up the seats reserved for the SCs, the same will be filled by candidates belonging to the STs and vice versa. In case suitable candidates are not available from the two reserved categories, the vacant seats will be filled up by the candidates from the general category.

(d) MD/MS/MDS (Postgraduate Seats)

The Committee have been informed that the PG seats are reserved for SC and ST disciplines/department wise. The order of counselling is ST/SC/Gen. candidates. In case during the second counselling, ST seat remains vacant after calling all eligible ST candidates then this seat is transferred to the SC category. Similarly, in case the SC seat remains vacant after calling all eligible SC candidates then this seat either pertains to ST category or SC category shall be made available to the general category/AIIMS preferential graduates.

The remaining vacant seats which are not opted by ST/SC/Gen. candidates are then advertised for open counselling. During the open counselling (3rd counselling), the candidates who belong to ST/SC are called first against the reserved seats for them. If they do not opt, the same seats are transferred to the general candidates.

2.7 The Committee have also been informed that there is a representative from SC/ST as well as from minority categories in the Counselling Committee.

2.8 The Committee have further been informed that certain marks relaxations are given to SC and ST candidates while appearing for entrance exams in Bachelor of Medicine and Bachelor of Surgery (MBBS), B.Sc.(Hons.) Nursing, B.Sc. (Hons.) Para Medical Courses, B.Sc. (Hons.) Ophthalmic Techniques, B.Sc.(Hons.) Medical Technology in Radiography and M.Sc./M.Biotechnology, MD/MS/MDS.

C. Candidates called for counselling and admitted to various courses

2.9 The number of eligible candidates belonging to SC/ST category called for counselling for various academic courses separately during the years 2002, 2003 and 2004 are as under:-

Year	SC	ST
2002	54	17
2003	50	18
2004	84	21

2.10 The number of those who did not opt for admission out of the above candidates are as under:-

Year	SC	ST
2002	36	12
2003	30	13
2004	58	10

2.11 Following is the statement regarding the total number of fresh students admitted to (Graduate and Post-Graduate) courses in AIIMS during the years 1999-2000 to 2004-2005:-

Year	Courses	Total Number of Seats	Number of seats reserved for		Number of candidates admitted	
			SC	ST	SC	ST
1999-2000	Graduation	159	25	12	23	12
2000-2001	-do-	156	25	12	19	12
2001-2002	-do-	148	30	15	19	13
2002-2003	-do-	141	21	10	20	11
2003-2004	-do-	135	20	10	24	07
2004-2005	-do-	137	20	10	19	07
1999-2000	Post-Graduation	159	23	12	22	10
2000-2001	-do-	150	23	12	21	10
2001-2002	-do-	201	30	15	29	13
2002-2003	-do-	160	22	10	28	05
2003-2004	-do-	169	21	11	20	06
2004-2005	-do-	220	35	16	31	11

2.12 The course-wise break up of undergraduates admission viz. Bachelor of Medicine and Bachelor of Surgery (MBBS), B.Sc. (Hons.) Human Biology, B.Sc. (Hons.) Nursing, B.Sc., Nursing (Post Certificate), B.Sc.(Hons.), Para Medical during

the years 2001, 2002, 2003 and 2004 are as under:-

Name of the Course & Year	No. of Total Seats	Reserved for		Actually Filled in		Shortfall	
		SC	ST	SC	ST	SC	ST
M.B.B.S.							
2001	45	7	4	7	4	0	0
2002	45	7	4	7	4	0	0
2003	45	7	4	7	4	0	0
2004	45	7	4	9	2	0	0
B.Sc.(Hons.) Human Biology							
2001	25	4	2	3	2	1	0
2002	25	4	2	2	2	2	0
Course discontinued from session August, 2003 B.Sc. (Hons.) Nursing							
2001	50	7	4	6	4	1	0
2002	50	7	4	7	4	0	0
2003	50	7	4	8	4	0	0
2004	50	7	4	7	4	0	0
B.Sc. (Hons.) (Post certificate)							
2001	20	3	1	0	2	2	1
2002	20	3	1	4	1	0	0
2003	20	3	1	5	0	0	0
2004	20	3	1	0	0	3	1
B.Sc. (Hons.) Ophthalmic Technique							
2001	12	2	1	2	1	2	0
2002	12	2	1	2	1	0	0
2003	12	2	1	2	1	0	0
2004	12	2	1	2	1	0	0
B.Sc. (Hons.) Medical Technology in Radiography							
2001	6	1	0	1	0	0	0
2002	6	1	0	1	0	0	0
2003	6	1	0	1	0	0	0
2004	6	1	0	1	1	0	0
B.Sc. (Hons.) Speech & Hearing							
2001	4	1	0	1	1	1	0
2002	4	1	0	0	1	1	0
Course discontinued from Session August, 03							
M.Sc./M.Biotech./ M.Sc.(Nursing)							
2001	28	4	2	2	0	2	2
2002	28	4	2	2	0	2	2
2003	37	6	3	0	1	6	2
2004	50	7	3	5	0	2	3
PG Seats for MD/MS/MDS							
2001	175	26	13	26	13	0	0
2002	142	22	10	18	5	4	5
2003	141	21	11	20	5	1	6

2.13 When asked to state the reasons for not filling up the graduate and post graduate courses in AIIMS as per prescribed admission policy i.e. 15% to SC and 7.5% to ST, the Ministry vide their post evidence note stated that the PG seats are reserved for SC and ST disciplines/department wise. The order of counselling is ST/SC/General candidates. In case during the second counselling, ST seat remains vacant, after calling all eligible candidates of ST category then this seats is transferred to the SC category. Similarly, in case the SC seat remains vacant after calling all the eligible SC candidates then the seat either it pertains to ST category or SC category shall be made available to the general category/AIIMS preferential graduates. The remaining vacant seats which are not opted by ST/SC/General candidates are then advertised for open counselling. During the open counseling (3rd counseling), the candidates who belong to ST/SC are called first against the reserved seats for them. If they do not opt, the same seats are transferred to the general candidates.

2.14 When asked regarding the final authority to decide the non-admissibility of SC/ST children for fresh admission as well as higher admission, the Ministry stated that if eligible candidates belonging to SC/ST category are not available for admission in the concerned course then the seats become available for general candidates. There is no carry forward system. The academic course seats are advertised/notified every year.

2.15 The Committee note that as per the prescribed admission policy in AIIMS 15% and 7.5% undergraduate and Postgraduate seats are reserved for SC and ST candidates respectively. However, PG seats are reserved for SC and ST candidates discipline/department-wise. The Committee note that in certain courses intake of SC and ST candidates in admission, is being maintained as per reservation policy while in some other courses like M.Sc./M.Biotechnology/ M.Sc.(Nursing), shortfall in intake of SCs and STs has been observed during the years 2001 to 2004 and in MD/MS/MDS courses during the years 2002 and 2003, the shortfall in intake of SC

and ST candidates was also observed in B.Sc.(Hons.) certificate course in 2004. The Committee desire that AIIMS should make all efforts in the first instance to attract more students to take the courses so that more SC/ST could appear for admission tests in such courses. The Committee also like the AIIMS to examine the shortcomings as to why the present system of counselling has not brought about the desired results as certain seats reserved discipline-wise are not being filled up by the candidate of reserved categories. It is also evident from large number of SC/ST candidates who did not opt for admission even though sufficient number of them had been called for counselling. The Committee, therefore, recommend that AIIMS should increase the seats in popular PG disciplines so that more SC/ST candidates could also opt for those seats and that those successful SC/ST candidates are not forced to take unpopular disciplines or altogether leave the course. The Committee may also be provided with detailed intake of students including SCs and STs among them in all Undergraduate and Postgraduate courses in 2005 and 2006.

2.16 The Committee note that the reservation is not applicable in admission to DM/M.Ch. courses in terms of the directions of the Hon'ble Supreme Court of India/Government of India. The Committee also note that the directions of Hon'ble Supreme Court of India as issued by the Ministry of Health and Family Welfare/Government of India in this regard are being followed by AIIMS and the matter is pending in Supreme Court. The Committee urge both the Ministry of Health and Family Welfare and AIIMS to get the case expedited to overcome the situation arising out of the direction of Supreme Court for not providing reservations in DM/M.Ch. courses and the Committee be apprised of the outcome in the case.

CHAPTER - III
RESERVATION IN SERVICES

A. Recruitment Procedure

3.1 The reservation policy is applicable in services in AIIMS for appointment through Direct Recruitment and by Promotion, in all Group A (Faculty and non-Faculty) B,C and D categories of posts since inception of the Institute in 1958. The percentage of reservation is 15% for SCs and 7.5% for STs. The reservation orders of the Government are followed at the AIIMS mutatis-mutandis.

3.2 The Committee have been informed that none of the categories i.e. Teaching, Secretarial and Technical posts under Group 'A', 'B', 'C' and 'D' are exempted from the purview of reservation policy. However, most of the Professors/Faculty posts are filled under Assessment Promotion Scheme.

3.3 The Committee have also been informed that all the vacant posts of Group A (Faculty & Non-Faculty) and B including reserved posts filled under the mode of Direct Recruitment are advertised in all National dailies and the eligible candidates are called for Screening Test/interview on the recommendations of the Selection Committee and after obtaining the approval of the competent authority, the selected candidates are offered the post. The selected candidates are also required to undergo Medical examination. Similarly, the posts of Group C and D are notified to the Employment Exchange as well as to the departmental candidates. In case no nominations are received from the Employment Exchange, the same are advertised in the Press in the leading Newspapers. Some of the technical posts of Group 'C' carrying pay scale of Rs. 4500-7000 and above are advertised directly, in the Central Employment News without notifying the same to the Employment Exchange, as per provision in the Rules.

3.4 At the time of recruitment, the following concessions/relaxations to SC/ST candidates are admissible:-

- (i) the age limit for 5 years,
- (ii) application fees,
- (iii) experience and standard,
- (iv) traveling allowance.

3.5 The Committee have been informed that the recruitment Committees/Boards are constituted for selection in accordance with the composition of Selection Committee as prescribed in the recruitment rules. However, the standard composition of such Committees/Boards is as under: -

- (i) Director/Chief/Dean/MS/Dy. Director : Chairman
- (ii) One representative of SC/ST which is nominated by the Director, AIIMS : Member
- (iii) One representative of Minority Community which is nominated by the Director, AIIMS : Member
- (iv) One faculty member/officer, who concerned with the particular post/Deptt., which is nominated by the Director, AIIMS : Member
- (v) Dy. Director (Admn.)/Chief Admn. Officer : Member Secy.

The Committee have also been informed that one representative of SC/ST, is nominated by the Director, AIIMS, as member in each Selection Committee/Board.

B. Recruitment

3.6 The following table gives the picture regarding recruitment made in AIIMS in each category of posts (Secretarial, Technical and Teaching posts) during the years from

1.1.2002 to 31.3.2005 as given below:-

Year (As on)	Category of Posts/Group	Total No. of Vacancies occurred/ available	Total No. of vacancies actually filled	No. of Vacancies Reserved for SC			No. of Vacancies Reserved for ST			No. of candidates appointed		No. of vacancies carried forward	
				C/F from Previous Year	Reserved during the year	Total	C/F from Previous Year	Reserved during the year	Total	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.1.2002 (During 2001)	'A' (Faculty post at the level of Asstt. Prof.)												
	'A' (Non- Faculty)	29	1	2	2	4	1	1	2	0	0	4	2
	'B'	34	12	3	0	3	1	0	1	1	0	2	1
	'C'	459	39	40	29	69	20	14	34	8	4	61	30
	'D' (Others)	88	55	5	1	6	20	5	25	16	0	0	25
	(Sweepers)	30	28	0	30	30	0	0	0	28	0	2	0
1.1.2003 (During 2002)	'A' (Non- Faculty)	32	2	4	0	4	2	0	2	0	1	4	1
	'B'	28	2	2	0	2	1	0	1	2	1	0	0
	'C'	513	101	61	3	64	30	10	40	12	3	52	37
	'D' (Others)	68	71	0	7	7	25	3	28	27	3	0	25
	(Sweepers)	12	11	14	41	55	0	0	0	41	0	14	0
1.1.2004 (During 2003)	'A' (Faculty post at the level of Asstt. Prof.)	173	161	0	9	9	0	13	13	9	8	-	5
	'A' (Non- Faculty)	27	1	4	0	4	1	0	1	0	0	4	1
	'B'	32	0	0	1	1	0	1	1	0	0	1	1
	'C'	548	344	52	4	56	37	13	50	22	5	34	45
	'D' (Others)	90	62	0	9	9	25	5	30	9	16	0	14
	(Sweepers)	40	28	0	40	40	0	0	0	28	0	12	0
1	2	3	4	5	6	7	8	9	10	11	12	13	14
31.3.2005 (During 2004)	'A' (Faculty post at the level of Asstt. Prof.)	42	0	0	0	0	5	2	7	0	0	0	7
	'A' (Non- Faculty)	36	2	4	1	4	1	0	1	0	0	5	1
	'B'	35	0	1	3	4	1	0	1	0	0	4	1
	'C'	158	0	34	0	34	35	0	35	8	0	26	35
	'D' (Others)	66	0	0	0	0	14	0	14	0	0	0	14
	(Sweepers)	63	37	14	49	63	0	0	0	0	0	26	0

3.7 A statement showing the details of Faculty Posts alongwith reservation filled under the Mode of Direct Recruitment at the AIIMS is given as under:-

S.No.	Post Name	Sanctioned Strength	Actual	Vacancies	Reservation of Vacancies				Remarks for filling up vacancies
					UR	SC	ST	OBC	
1	Assistant Professor	226	181	45	-	-	7	38	Interview to be held
2.	Lecturer in Nursing	7	5	2	1	-	-	1	Posts advertised
	Total	233	186	47	1	-	7	39	

3.8 Asked as to how long it will take AIIMS to conduct interviews for filling up 7 ST vacancies in the post of Assistant Professor, it was stated that the Institute conducted interviews for filling up various faculty posts. The Selection Committee however did not find any ST candidate suitable for these posts.

3.9 The details of Group B, C, and D posts sanctioned and reserved for SCs and STs under the mode of direct Recruitment are at Annexure I, II and III.

3.10 Asked for not filling up ST vacancy in post of Office Attendant Grade II, Mali, Khalasi, Beldar, Maalchi/Bearer Grade II and Cook Grade II and 26 SC vacancies in Sanitary Attendant Grade III, it was replied that the recruitment action in respect of all non-technical posts including reserved, subject to clearance of the Screening Committee, are in process.

3.11 On being asked as to the reasons for huge number of carried forward vacancies in almost all categories of posts and how soon AIIMS propose to fill up these carried forward vacancies, the Ministry in their post evidence reply stated that in some of the categories of posts there were disputes, such as large number of ad-hoc appointments to Group 'C' were made and also people were engaged on daily wages in Group 'D' who have been granted temporary status. They were demanding their regularization against the vacant

posts. They disturbed the recruitment process. During this period, recruitment could not be made even for any category of posts. However, all the backlog vacancies reserved for SC/ST have now been filled. No vacancies reserved for SC/ST were allowed to lapse. The Institute is also taking necessary steps for filling up all current vacancies including reserved for SCs/STs, subject to clearance of the Screening Committee. However, it has been ensured that due care is taken for filling up of the reserved posts.

C. Special Recruitment

3.12 The Committee have been informed that in the year 2000-2001, all backlog posts of Group 'A', 'B', 'C', & 'D' posts reserved for SC/ST had been filled up under the Special Recruitment Drive. Majority of the posts were Sister Grade-II. The Institute is also taking necessary steps for filling up all vacancies reserved for SCs/STs and the same are to be filled up shortly.

3.13 When asked about the reasons for not conducting more Special Recruitment Drives as carried forward vacancies are huge in numbers, the Ministry in a written reply have stated that all backlog posts of Group 'A', 'B', 'C', & 'D' posts reserved for SC/ST have been filled in. The efforts are also being made to fill up the current vacancies with due reservation, subject to clearance of the Screening Committee.

D. Ad-hoc Appointments

3.14 The details of persons working on ad hoc basis in AIIMS as on 1.1.2005 are stated to be as under:-

Name of post	No. of Ad-hoc appointment	SC	ST
1. Assistant Professor	18	00	01
2. Asstt. Admn. Officer	03	01	00
3. Scientist-I	03	00	00
4. Asstt. B.T.O.	01	00	00
5. Jr. Physiotherapist	03	00	00
6. Computer Operator/ Data Processing Assistant Gr. B	01	00	00
7. Statistical Assistant	01	00	00
8. L.D.C.	105	23	01
9. Stenographer	18	00	00
10. Data Entry Operator Gr.A	39	07	01
11. Lab. Attendant	48	13	00
12. Lab. Technician	12	03	00
13. Technician (Radiology) Grade-II	04	00	00
14. Receptionist	01	01	00
15. Driver	02	01	00
16. Technical Asstt. (ENT)	02	00	00
17. Asstt. Engineer (Civil)	02	00	00
18. Jr. Engineer	01	00	00
19. Khalasi	01	01	00
20. Mechanic (E&M)	01	00	00
21. Tele Operator Asstt. Gd. I	04	00	00
22. Sister Grade II	155	18	08
23. Life Guard	01	00	00
24. Sanitary Supervisor	01	00	00
25. Hospital Attendant Gd. III	05	00	00
26. Technical Officer (CWS)	01	01	00
27. Workshop Assistant (CWS)	04	02	00
28. Health Educator	01	00	00
29. Jr. PT.I.	01	00	00
30. Library Attendant	02	00	00
31. Sanitary Supervisor Gd. II	01	00	00
Total	451	71	11

3.15 When asked for how many years they have been working as ad hoc workers and when would the AIIMS propose to regularize those workers, the Ministry have stated that there is no provision to regularise them automatically. In fact, ad-hoc employees have to go through regular selection process as Departmental candidate against the vacancies.

The Committee, however, were not apprised as to the length of service those ad hoc workers had put in.

3.16 The Committee note that appointment procedure in services in AIIMS, is both through Direct Recruitment and by promotions in all Group 'A' (faculty and non-faculty) B,C and D posts, since inception of the Institute in 1958 and the percentage of reservation is 15% for SCs and 7.5% for STs. The Committee also note that none of the teaching, secretarial and technical posts under Group A, B, C and D are exempted from the purview of reservation policy while most of the Professors/Faculty posts are filled under Assessment Promotion Scheme. The Committee further note that AIIMS had conducted recruitment every year in almost all categories of posts during the years from 2001 to 2004. The Committee, however note that every year certain posts of SCs and STs had to be carried forward to next year. As a result, as on 31.3.2005, there were carried forward vacancies of 5, 4, 26 and 26 of SCs in Group A (Non-faculty), B, C and Sweeper categories of posts respectively and 7, 1, 1, 35 and 14 of STs in Group A (Faculty), Group A (Non-Faculty), B, C and D categories of posts respectively. The Committee, however have not been provided with the details of Group A (Non Faculty) posts which have been shown as carried forward SC/ST posts. The Committee feel that details of such posts should have been made available to them. The Committee would like AIIMS to conduct special recruitment to fill up all SC/ST posts in Group A (Faculty), Group A (Non-Faculty) and Group B posts within six months so that no carried forward vacancies as existed on 31.03.2006 may remain unfilled.

3.17 The Committee have been apprised that the reasons for continuous carrying forward of SC and ST posts, especially in Group C and D categories, was due to a large number of *ad hoc* appointments to Group 'C' and also demand for

regularisation of people engaged on daily wages in Group 'D' against the vacant posts. This had disturbed the recruitment process and the recruitment could not be conducted during the period. The Committee are not convinced by the reply furnished to them. The Committee are surprised as to why AIIMS resorted to ad-hoc appointments in the first place. The Committee are of the view that if the Ministry of Health and Family Welfare and AIIMS had made serious efforts to resolve the problem, the need for carrying forward a large number of SC/ST vacancies in Group C and D would not have arisen. The Committee are also of the view that unless concerted efforts are made by the AIIMS, the representation of SCs/STs in recruitment cannot be maintained. The Committee desire that the Ministry/AIIMS should resort to time bound Special Recruitment Drive in case SC/ST posts are not filled up through regular recruitment process in order to resolve the problem of carrying forward of number of SC/ST vacancies in Group C and D.

3.18 The Committee note that AIIMS conducted interviews for filling up of various faculty posts but Selection Committee did not find any ST candidate suitable for those posts. The Committee desire that if ST candidates are not suitable for these posts, the best among the available candidates should be selected and given necessary coaching/training and given another chance to clear the recruitment process. The Committee recommend that the reserved posts for STs should be given wide publicity so that more ST candidates can appear for interview and the best among them can be selected.

3.19 The Committee note that recruitment action in respect of all non-technical posts including reserved posts is in process, subject to clearance of the Screening Committee. The Committee are not convinced with the reply. The Committee recommend that within a time frame, Group 'D' posts in regard to Attendant Grade-

II, Mali, Khalasi, Beldar, Masalchi/Bearer Grade II, Cook Grade II and 26 Sanitary Attendant Grade III may be filled up. The Committee would also like to be apprised of the latest position in this regard.

3.20 The Committee also note that special recruitment drive was conducted in the year 2000-2001 when all the backlog posts in Group A, B, C and D reserved for SCs and STs were reported to have been filled up. It has also been reported that majority of posts filled up were in Sister Grade-II and that necessary steps were taken to fill up all SC/ST vacancies. The Committee urge AIIMS to make all out efforts to fill up all the vacancies reserved for SCs/STs in all Groups within a time frame and impose complete ban on the adhoc appointments till the vacancies are fully filled.

3.21 The Committee also note that a number of SC/ST candidates have been appointed on *ad-hoc* basis in different categories of posts like Assistant Professor, Asstt. Admn Officer, L.D.C. Stenographer etc. The Committee are concerned that as on 1.1.2005 out of 451 ad-hoc appointments, there were 71 SC and 11 ST candidates working in AIIMS. The Committee would like to know why such a large number of employees are working on an *ad-hoc* basis. The Committee were not apprised for how long those employees are working in AIIMS. The Committee feel that first all the *ad-hoc* appointees should be given a chance to compete for the available vacancies and reservation should be given to the posts wherever it is applicable.

E. Staff Strength and Shortfall

3.22 The statements showing the staff strength and number of SCs and STs among them as on 1.1.2002, 1.1.2004 and 31.3.2005 are as under:-

As on 01.01.2002 (During the year 2001)

Category of Posts/Group	Total No. of Employees	No. of Employees		Percentage		%age Shortfall	
		SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8
'A' (Faculty)	-	-	-	-	-	-	-
'A' (Non-Faculty)	153	26	03	16.99	1.96	-	5.5
'B'	487	73	14	14.98	2.87	-	4.7
'C'	3441	718	233	20.86	6.77	-	0.73
'D' (Others)	1646	231	57	56.56	3.46	-	4.04
'D' (Sweepers)	-	-	-	-	-	-	-

As on 01.01.2004

Category of Posts/Group	Total No. of Employees	No. of Employees		Percentage		%age Shortfall	
		SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8
'A' (Faculty)	-	-	-	-	-	-	-
'A' (Non-Faculty)	159	26	03	16.35	1.88	-	5.62
'B'	503	75	20	14.91	3.98	.09	3.52
'C'	3435	731	229	21.28	6.66	-	.84
'D' (Others)	1555	958	56	61.60	3.60	-	3.90
'D' (Sweepers)	-	-	-	-	-	-	-

As on 31.03.2005

Category of Posts/Group	Total No. of Employees	No. of Employees		Percentage		%age Shortfall	
		SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8
'A' (Faculty)	-	-	-	-	-	-	-
'A' (Non-Faculty)	158	26	03	16.45	1.90	-	5.60
'B'	499	74	19	14.83	3.80	.17	3.70
'C'	3856	750	231	19.45	6.00	-	1.50
'D' (Others)	1707	966	55	56.59	3.22	-	4.28
'D' (Sweepers)	-	-	-	-	-	-	-

3.23 When asked what steps are being taken/proposed to be taken to overcome the shortfall, the Ministry in their post evidence note have stated that there is no shortfall of representation in SC category. However, there is shortfall of representation in the ST category. The shortfall is reported to be mainly due to non-availability of suitable ST

candidates in spite of wide publicity given to vacant posts. In promotion, the Committee were informed that the shortfall is due to non-availability of eligible candidates in the feeder grades even after extending the zone of consideration by five times and no carried forward of vacancies is admissible in case of promotion from Group C to B, and within Group B as per Government orders.

3.24 The Committee are unhappy to note that the Ministry have not furnished the position of shortfall in regard to Group A (Faculty) posts in AIIMS. The Committee feel that the Ministry and AIIMS even though they know that Group A (Faculty) posts are not exempted from the reservation policy, they did not deem it fit to furnish the details. The Committee, therefore, recommend that position in regard to Group A (Faculty) posts be furnished immediately.

3.25 The Committee note that representation of ST in all categories of posts is much below the prescribed quota. The Committee are not convinced with the plea of the Ministry that the shortfall of ST in recruitment is due to non-availability of ST candidates in spite of wide publicity of vacant posts and that in promotion due to non-availability of eligible candidates in the feeder grades even after extending the zone of consideration by five times. It is a matter of great concern that AIIMS has not been able to have the prescribed percentage of ST candidates even in Group C and D posts. The Committee are fully convinced that even though the reservation policy in AIIMS was applicable since 1958, Institute has not done enough to maintain the prescribed percentage of ST employees. The Committee equally find the Ministry responsible for the poor intake in ST candidates even in Group C and D posts. The Committee would, therefore, recommend that AIIMS should give wider publicity to posts by making arrangement for publications of advertisement of vacancies in Group 'C' and 'D' posts in prominent vernacular dailies published in all the States including the tribal dominated areas at the earliest and shortfall in these

categories be wiped out by conducting special recruitment drives. In case of shortfall in Group A and B categories too, action to make good the shortfall be taken by converting the promotional posts to direct recruitment posts so that prescribed percentage of SCs and STs is maintained. The Committee would like the Ministry to apprise them of the action taken in clearing the shortfall in all categories of posts expeditiously.

Promotion

3.26 The Committee have been informed that the promotion policy of the AIIMS is as per the recruitment rules laid down by the Cadre Review Report, 1991 for various posts. As per the recommendations of the Cadre Review Report, 1991, the posts at higher level have been recommended to be filled in by promotions subject to vacancies and fulfilling the prescribed recruitment rules for the same. As per the Cadre Review Report, the Direct Recruitment is to be made at the entry level post of each cadre. The Cadre Review Report, 1991, has been made applicable in respect of Group A, B, C & D posts and the posts particularly reserved for SC/ST category are being filled in by SC/ST candidates.

3.27 The Committee have also been informed that under the Cadre Review Report, 1991, the recruitment rules for each post have been prescribed and the posts at higher level are to be filled in by promotion, posts at entry level are to be filled in by Direct Recruitment. The method of promotion at the AIIMS have been prescribed as under:-

- (i) Seniority-cum-Fitness : after completing the requisite number of years of service at the Institute.
- (ii) By transfer from the Institute Employees/on deputation.

3.28 The promotion policy of AIIMS are as under:-

(i) **The Assessment Promotion Scheme**, as approved and conveyed by the Government of India vide Ministry of Health & Family Welfare's Letter No.V16020/35/89-ME(PG) Dated 24-12-1991 and No. V16020/41/97-ME(PG) (Vol.-II) Dated 10-03-2000 is applicable for the Faculty of AIIMS, as under:-

From Asstt. Prof. to Assoc. Prof.	---	100 %	----	4 Yrs.
From Assoc. Prof. to Addl. Prof.	---	75 %	----	4 Yrs.
From Addl. Prof. to Professor	---	50 %	----	7 Yrs.
From Prof. to (Sr.) Professor	---	25 % of sanctioned post of Professor.		

The promotion under the said scheme is through interview by Standing Selection Committee and is personal without linkage to vacancy. As and when the post is vacated by a promotee, the resultant vacancy is filled in at the entry level i.e. Asstt. Professor.

(ii) **The Central Health Scheme**, The Central Government scheme for the GDMOs has been revised and the promotional avenues under the Central Health Schemes for the GDMOs are as under:-

From Medical Officer to Sr. Medical Officer	-	4 Years
Sr. Medical Officer to C.M.O.	-	5 Years
C.M.O. to C.M.O. (NFSG)	-	4 Years or 13 years regular service in GDMOs Cadre
C.M.O.(NFSG) to Super Time Grade	-	3 Years or 17 years total service in Group A.

The promotion under the said scheme from one category to another is made through the Departmental Promotion Committee.

(iii) **In-situ Promotion Scheme**, is the scheme of the Department of Health applicable to Group 'A' Scientific & Technical Posts at this Institute. The

promotional avenues under the said scheme for Group 'A' Scientific & Technical

Posts are as under:-

From Scientist-I to Scientist-II --- 5 Years
 From Scientist-II to Scientist-III --- 5 Years
 From Scientist-III to Scientist-IV --- 5 Years

In-situ promotion is made through the Departmental Promotion Committee. The upgradation is personal and not linked with the vacancies.

(iv) **Assured Career Progression Scheme**, is Government Scheme and applicable to Group 'A', 'B', 'C', and 'D' employees of the Institute. Under the said scheme, on completion of 12 or 24 years of service in the same grade, the employee concerned is granted next higher pay-scale of cadre. The said upgradation is personal and not linked with the vacancies.

Concessions/relaxations granted to SC/ST category

3.29 When asked whether the concessions/relaxations are allowed to SC/ST employees while considering them for promotion, the Ministry through the written reply submitted that the normal zone of consideration is extended up to five times to find out the reserved category(s) candidates to fill the reserved posts. The Bench Mark of ACR is also not insisted and include the employees of SCs/STs in select list subject to fitness.

3.30 The Ministry have furnished the following information in regard to promotion of employees including that of SCs and STs among them during the years 2001 to 2004.

As on 01.01.2002 (During the year 2001)

Sl No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		% age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1.	'A' [Non-Faculty]	20	4	1	03	-	15.0	-	1	1
2.	'B'	53	6	8	6	3	11.28	5.6	0	5
3.	'C'	163	109	58	56	16	34.50	9.8	53	42
4.	'D' [others] (Sweepers)	41 14	- 15	1 -	13 14	01 -	31.70 100.00	2.44 -	-1 1	- -

As on 01.01.2003 (During the year 2002)

Sl No.	Category of posts/Group	No. of employees promoted	No. of SC/ST among them		% age of SC/ST	
			SC	ST	SC	ST
1.	'A' [Non-Faculty]	19	01	-	5	-
2.	'B'	40	8	03	20	7.5
3.	'C'	58	19	-	32.75	-
4.	'D' [others] (Sweepers)	10 6	2 6	- -	20 100	- -

As on 01.01.2004 (During the year 2003)

Sl. No.	Category of posts/Group	No. of employees promoted	No. of SC/ST among them		% age of SC/ST	
			SC	ST	SC	ST
1.	'A' [Non-Faculty]	15	3	-	20	-
2.	'B'	16	2	0	12.5	-
3.	'C'	45	19	3	42.22	6.66
4.	'D' [others] (Sweepers)	9 -	3 -	4 -	33.33 -	44.44 -

As on 01.01.2005 (During the year 2004)

Sl. No.	Category of posts/Group	No. of employees promoted	No. of SC/ST among them		% age of SC/ST	
			SC	ST	SC	ST
1.	'A' [Non-Faculty]	7	2	-	27	-
2.	'B'	27	03	-	11.1	-
3.	'C'	2	1	-	50	-
4.	'D' [others] (Sweepers)	4 15	1 15	- -	20 100	- -

3.31 The following was shortfall of SC/ST employees in filling the reserved vacancies in promotion under the following categories of posts is as under:-

As on 01.01.2002 (During the year 2001)

Sl.No.	Category of posts/Group	Shortfall	
		SC	ST
1.	'A' (Non-Faculty)	-	2
2.	'B'	-	05
3.	'C'	53	42
4.	'D' (others) (Sweepers)	- -	- -

As on 01.01.2003 (During the year 2002)

Sl.No.	Category of posts/Group	<u>Shortfall</u>	
		SC	ST
1.	'A' (Non-Faculty)	00	01
2.	'B'	04	06
3.	'C'	63	47
4.	'D' (others) (Sweepers)	01 -	01 -

As on 01.01.2004 (During the year 2003)

Sl.No.	Category of posts/Group	<u>Shortfall</u>	
		SC	ST
1.	'A' (Non-Faculty)	-	01
2.	'B'	0	00
3.	'C'	75	42
4.	'D' (others) (Sweepers)	- 16	- -

As on 31.03.2005 (During the year 2004)

Sl.No.	Category of posts/Group	<u>Shortfall</u>	
		SC	ST
1.	'A' (Non-Faculty)	00	01
2.	'B'	11	08
3.	'C'	86	42
4.	'D' (others) (Sweepers)	- -	01 -

3.32 The Committee have been informed that the maximum shortfall is under Group 'C' category of promotional posts. Out of 128 (SC-86 and ST-42), 87 (SC-57 and ST-30) posts pertain to Sister Grade-I. The Committee have also been informed that the Departmental Promotion Committee for these posts are being fixed as the eligible candidates belonging to the reserved category were earlier not available in the feeder grade.

3.33 The Ministry in their written reply have stated that the reasons for not promoting SC/ST employees in accordance with percentage provided for them are non-availability of

eligible candidates in the Feeder Grades even after extending the zone of consideration by five times and no carried forward of vacancies in case of promotion from Group C to B, and within Group B as per Government Orders. It has also been submitted that the post of Sister Grade-I is in the pay-scale of Rs. 5500-9000/- (Group B). The carry forward of the same is not admissible being promotion from Group C to B.

3.34 The Committee note that the promotion policy of AIIMS is as per recruitment rules laid down by the Cadre Review Committee Report 1991 for various posts. The Committee note that the Ministry/AIIMS have furnished the details of promotion carried out in Groups A (Non-Faculty), B, C, D (others and sweepers categories). The Committee also note that the details as on 1.1.2002 show the details of vacancies reserved for SC and ST and shortfall of SC/ST in each category of posts whereas the same has not been provided in details as on 1.1.2003, 1.1.2004 and as on 1.1.2005. It is therefore not possible to find whether the vacancies reserved for SCs and STs have been filled up fully. The Committee note that there is difference in shortfall of SCs and STs in Group A (Non-Faculty) shown as per the details as on 1.1.2002 under para 3.30 and the details shown as on 1.1.2002 under para 3.31. There is no shortfall of SCs in Group A (Non-Faculty) and the number of shortfall of STs in the same group has been indicated as 2. The Committee would like a clarification in this regard. The Committee would also like to know as to why the details have not been furnished as per the proforma. The details may be furnished afresh so that the exact position could be known. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional posts to direct recruitment as per Office Memorandum No. AB(14017/30/89 Estt.(RR) dt. 10.7.90.

CHAPTER – IV

MEASURES TO IMPROVE REPRESENTATION OF SCs/STs IN SERVICES

A. Liaison Officer and Special SC/ST Cell

4.1 The Committee have been informed that a Joint Secretary dealing with SC/ST matters has been nominated as Liaison Officer for SC/ST matters in the Ministry of Health and Family Welfare (Department of Health). They have also informed that SC/ST Cell in the Ministry is functioning for over twenty years. The Cell consists of one Assistant in-charge, one U.D.C. dealing with OBC matters and the work allotted by in-charge of the Cell, one LDC for diary and dispatch and miscellaneous works and a ½ day peon on sharing basis. The in-charge of SC/ST Cell in the Ministry belongs to SC category.

4.2 The Committee have also been informed that the AIIMS has established a SC/ST Cell. A Liaison Officer belonging to SC/ST category has been appointed. All the recruitment is made in accordance with the reservation policy of the Government of India and is checked by the Liaison Officer.

4.3 The functions of the Liaison Officer are to inspect the roster, to attend Departmental Promotion Committee (DPC) as a member of the Committee, interact with the administration for any grievance of the SC/ST Employees of AIIMS, to attend the meetings organized by SC/ST Employees Association to maintain statistical data of the representation/Grievances of SC/ST Employees. The composition of the Cell is as under:-

1. One Office Supdt.	:	In-charge
2. One UDC	:	Dealing with matters and the work allotted by In-charge of the Cell.
3. One LDC	:	Diary / Dispatch / Typing and Misc. Work

4.4 The SC/ST Cell is functioning under the Asstt. Admn. Officer/ Administrative Officer/Chief Administrative Officer. The Office Superintendent who belongs to SC category is functioning as In-charge of SC/ST Cell.

4.5 On being asked as to how often the Liaison Officer, AIIMS meets with the SC/ST employees or their representatives to exchange views and discuss their problems, it has been stated that usually the SC/ST employees meet the Liaison Officer with their grievances and put forth their grievances and the Liaison Officer forwards their representations/complaints to the Establishment Section/SC/ST Cell for necessary action. Sometime as soon as the Liaison Officer receives the grievance/complaint, the matter is taken up with the concerned officers for redressal of the same.

4.6 Asked whether minutes of such meetings are prepared, the Ministry in their post evidence reply have stated that the meetings of SC/ST employees with Liaison Officer are generally informal and their grievances are heard and appropriate steps taken. However, no minutes of the meetings are recorded.

4.7 The Committee are happy that a SC/ST Cell is functioning in the Ministry for over twenty years and that Joint Secretary dealing with SC/ST matters has been nominated as Liaison Officer in the Ministry. The Committee recommend that the Liaison Officer should conduct regular annual inspection of rosters maintained at AIIMS and other offices and organisations directly under the control of the Ministry to ensure proper implementation of reservation orders. In case of any negligence or lapse, the matter should be reported to the Secretary of the Ministry for obtaining direction in the matter.

4.8 The Committee note that AIIMS has also established a SC/ST Cell and a Liaison Officer has been appointed. The Committee are happy that the Liaison Officer meets with SC/ST employees to discuss their grievances and to exchange views. The minutes of such meetings being informal, however, are not being

recorded. The Committee, therefore, recommend that the minutes of the meetings between the Liaison Officer and SC/ST Employees Association should be kept and a copy each be made available to the SC/ST Employees Association and Liaison Officer in the Ministry so that proper follow up action can be taken in the matters discussed in the meeting.

B. Complaints/Grievances

4.9 The Committee have been informed that there is a Grievance Redress Cell headed by the Dy. Director (Admn.) and there is also AIIMS SC/ST Welfare Association (Regd.), to look into the grievances of the SC/ST employees, if any. Each grievance of the person is allotted Grievance Registration number by the Grievance Redress Cell under the direct control of the Dy. Director (Admn.). In addition to this, the Liaison Officer also registers the grievances of SC/ST employees. Whenever grievances of SC/ST employees are forwarded to the Liaison Officer or to the Director, a meeting is called between the administration and SC/ST Employees Association, once in a month and after discussion a solution is worked out and if necessary the file/note is sent to the President, AIIMS,/Ministry of Health & Family Welfare for consideration/clarification and orders.

4.10 The Committee were informed that 67 complaints/representations had been received from the SC/ST employees of the AIIMS during the years from 1999 to 2004, either directly or through the Liaison Officer. However, the statement at Annexure-IV has only 51 complaints'. Most of the grievances are related to non-promotion in time.

4.11 On being inquired about the status of 67 complaints received from SC/ST employees of AIIMS, the Committee have been informed through post evidence note furnished by the Ministry that out of 67 grievances/complaints received, 60 grievances have already been disposed of, only 7 complaints are pending. Out of 7 complaints, 3

grievances are sub-judice and the remaining four are under active consideration and are likely to be disposed of shortly.

4.12 The Committee are happy to note that there is a Grievance Redress Cell functioning in AIIMS headed by one Deputy Director (Admn.) where each grievance of the employee is allotted grievance registration number by the Grievance Redress Cell. The Committee also note that a meeting is usually called between the administration and SC/ST Employees' Association once in a month for finding solution of grievances and if necessary, the note is sent to the President, AIIMS for consideration or clarification for orders.

4.13 The Committee have been informed that 67 complaints/ representations were received during the years from 1999 to 2004 and that only 7 complaints remain to be disposed of. The Committee, however, find that in the Statement furnished, the details of only 51 complaints have been given. The Committee, therefore, urge the Ministry and AIIMS to furnish the details of remaining complaints together with their disposal reports. The Committee also desire that details of complaint received after 2004 till date may also be furnished to them.

C. Training

4.14 Asked whether there is any scheme for imparting pre-recruitment training for SC/ST candidates, the Committee were informed that the AIIMS has plans to establish Human Resource Development Department for development of skills of the employees. The Committee were also informed that the said Department will arrange training for the employees including SCs/STs. The AIIMS has already arranged 9 workshops for Secretarial staff including SC/ST candidates. It has been also decided to impart training through ISTM for reserved category candidates to make them suitable for promotion to the post of Stenographer, Personal Assistant and Private Secretary. In case any SC/ST

candidate applies for training or conference etc. he/she is allowed in accordance with the guidelines, framed for the purpose.

4.15 The Committee have also been informed that AIIMS sends its employees for training abroad. AIIMS has framed guidelines for the purpose and also grant of financial assistance to the extent of Rs.1 lakh to meet travelling expenses. The Committee have also been informed that whenever a request comes from any organisation/Institution for sending suitable candidate(s) for training, related to institutional interests, applications are invited by the Head of the Department (HOD) concerned from the departmental candidates. They are recommended by the Head of the Departments based on the number of requirements, the speciality of the course related to the candidate's field. Such applications are put up to the Competent Authorities for their perusal and approval and are sent for training with usual terms and conditions existing in the Government rules. No discrimination is made and every one is given a chance for training subject to suitability. Even reserved category candidates are more preferred than the general categories candidates.

4.16 The number of SC/ST candidates that have been sent abroad for training/fellowship etc. during the years 1999 to 2005 is as under:

Year	Total No.	SC	ST
1999	20	3	1
2000	16	1	-
2001	20	5	-
2002	19	3	-
2003	19	1	1
2004	18	1	-
2005	2	-	-

4.17 Asked about the reasons for not sending adequate number of SC and ST faculty members for training abroad, it has been stated that the faculty members of the Institute are being sent for training abroad at their own requests in case of their selection by any

other organisation. None of the requests of the SC/ST faculty members were refused by the Institute.

4.18 The Committee note that AIIMS has framed certain guidelines for sending its employees for training abroad. Out of 114 persons sent abroad for training during the years 1999 to 2005, the representation of ST was only 2 and that of SC was 14. The Committee, therefore, recommend that more SC/ST officers should be encouraged for attending various training programmes in India and abroad. The Committee also recommend that in near future the first preference should be given to SCs and STs for such training. This would enable them to broaden their outlook and increase their knowledge.

4.19 The Committee note that AIIMS has planned to establish Human Resource Development Department to develop the skills of the employees and to arrange training for employees on certain posts. The Committee are happy that AIIMS has also decided to impart training through ISTM for reserved category candidates to make them suitable for promotions to the posts of Stenographer, Assistant and Private Secretary. They are of the view that AIIMS should make provision for pre-recruitment and pre-promotional training for SCs and STs on regular basis in order to help these communities to improve their skills and to get their due representation in AIIMS. The Committee desire that the proposed Human Resource Development should be set up in a time bound manner within one year and the progress made in this regard should be submitted to the Committee for information.

D. False Caste Certificates

4.20 Asked whether there are instances where persons had obtained employment in AIIMS on the basis of caste certificate which were later found to be false, the Committee

were informed that the scheduled caste certificate of one Associate Professor and Scheduled Tribe Certificate of one Jr. Engineer (Elect) are in question and the same are in the process of investigation. The Hon'ble High Court of Kerala had declared the Associate Professor as non S/C candidate. The Government of Kerala had requested that the necessary action regarding termination of his service may be taken as he was appointed to the post of Biochemist with false Scheduled Caste certificate. However, the National Commission for SC and ST has stayed the action informing that the Commission is making necessary investigations in the matter.

4.21 The Committee were further informed that one Jr. Engineer was considered being ST candidate against the post reserved for SC as one post of Asstt. Engineer(E) reserved for SC was vacant and that no SC category candidate was eligible for promotion. However, ineligible SC candidate available in the feeder grade made a complaint saying that the individual officer does not belong to ST category. The ST certificate of that Jr. Engineer was sent to the concerned authorities for verification and it was informed that the individual concerned may be asked for filing the requisite papers giving full particulars for scrutiny by the Scrutiny Committee of the State. Accordingly that individual was requested a number of times to provide the requisite information but in spite of number of such reminders to him he has not provided the same. Hence, his caste certificate is in question and the said post remained vacant.

4.22 The Committee note that the High Court of Kerala had declared the Associate Professor as non Scheduled Caste candidate and that the Government of Kerala had requested for taking necessary action for termination of his services as he had been appointed to the post of Biochemist on the basis of false caste certificate. The Committee, however, note that due to intimation from the National Commission for SC/ST that they are investigating the matter, no action has been taken against him. The Committee would like to know the present position of the case and also

recommend that unnecessary long time should not be taken to know the truth as the High Court of Kerala had already pronounced the judgment. The Committee further note that one post of Assistant Engineer (E) reserved for SC was vacant and as there was no eligible SC candidate for promotion to that post, one Jr. Engineer (Electrical) belonging to ST candidate was considered against the post reserved for SC. The Committee also note that in the complaint made by the ineligible SC candidate, that individual ST candidate was asked to file the requisite papers for scrutiny by the Scrutiny Committee but that candidate has not provided the requisite information. The Committee, are perturbed to note that no action seems to have been taken against that individual. The Committee feel that enough time has already been given to him to file the requisite papers. If he is a genuine ST person, he could have furnished the papers by now. The Committee, therefore, strongly recommend if both the cases are proved to be the cases of false caste certificate action should be initiated to terminate their services.

4.23 The Committee further recommend that the nodal Ministry should issue an instruction to the appointing authorities at various levels to verify caste certificate produced by the candidates at the time of their initial recruitment/appointment and the same should be verified from the concerned authorities along with the verification of character and antecedents at the time of entry in Government services.

E. Annual Report of AIIMS

4.24 48th Annual Report (2003-04) of AIIMS reflects institutions achievements in various fields at a glance. The contents of the Report under General Administration provide general information on Establishment Section, Engineering Services Department and Horticulture wing. All matters related to the establishment section and general

administration including appointment of staff, meeting of statutory committees, management of estate and property, purchase equipments, materials and consumables, security arrangements and employees welfare are stated to be looked after by establishment section. According to the annual Report the total sanctioned staff of AIIMS is reported to be 7520 (including the main hospital, all the centres and administration), which include faculty (506), Group A (270), Group B (612), Group C (4249) and Group D (1880).

4.25 The Committee note that the AIIMS in its Annual Report has given references to the achievement, made in different fields, but no information on the representation of Scheduled Castes and Scheduled Tribes and other welfare measures towards SCs/STs employees has been given. The Committee, therefore, recommend that the activities of the Cell under the control of Liaison Officer and the statistics relating to representations of Scheduled Castes and Scheduled Tribes in AIIMS and other welfare activities towards SCs/STs should also be incorporated in the Annual Report.

New Delhi
March, 2007
Phalguna, 1928(Saka)

**(RATILAL KALIDAS VARMA)
CHAIRMAN
COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES**

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(2004-2005)

(FOURTEENTH LOK SABHA)

SIXTH SITTING

(17.1.2005)

The Committee sat from 1100 hrs. to 1300 hrs.

PRESENT

Dr. Satyanarayan Jatiya - Chairman

MEMBERS

LOK SABHA

2. Shri M. Appadurai
3. Shri Kailash Baitha
4. Shri Biren Singh Engti
5. Shri G.V. Harsha Kumar
6. Shri Faggan Singh Kulaste
7. Shri Rupchand Murmu
8. Shri Jual Oram
9. Shri Virchandra Paswan
10. Shri Ashok Pradhan
11. Shri Ashok Kumar Rawat
12. Shri Bajju Ban Riyan
13. Dr. (Col.) Dhani Ram Shandil
14. Shri Lalit Mohan Suklabaidya
15. Smt. Usha Verma

RAJYA SABHA

16. Dr. Faguni Ram
17. Shri Narayan Singh Kesri
18. Shri Robert Kharshiing
19. Shri Ram Nath Kovind
20. Shri Lalhmingliana
21. Shri Moolchand Meena
22. Shri Nandi Yellaiah

SECRETARIAT

1. Shri Gopal Singh, Deputy Secretary
2. Ms. J.C. Namchyo, Under Secretary

WITNESSES

MINISTRY OF HEALTH AND FAMILY WELFARE
(DEPARTMENT OF HEALTH)

1. Shri P. K. Hota, Secretary
2. Shri B.P. Sharma, Joint Secretary

ALL INDIA INSTITUTE OF MEDICAL SCIENCES (AIIMS)
NEW DELHI

1. Dr. (Mrs.) Kusum Verma, Dean (Acad.), Director Officiating
2. Shri Attar Singh, Chief Administrative Officer.

2. At the outset, the Chairman welcomed the representatives of the Ministry of Health and Family Welfare (Department of Health) and those of All India Institute of Medical Sciences (AIIMS).

3. The Committee then took oral evidence of the representatives of the Ministry of Health and Family Welfare (Department of Health) and those of All India Institute of Medical Sciences (AIIMS) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for Scheduled Castes and Scheduled Tribes in admission therein".

4. The evidence remained inconclusive. The Committee decided to take further evidence of the representatives of the Ministry and the Institute in the Month of March, 2005.

5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(2004-2005)

(FOURTEENTH LOK SABHA)

**NINTH SITTING
(4.4.2005)**

The Committee sat from 1530 hrs. to 1700 hrs.

PRESENT

Dr. Satyanarayan Jatiya - Chairman

MEMBERS

LOK SABHA

2. Shri S. Ajaya Kumar
3. Shri M. Appadurai
4. Shri G.V. Harsha Kumar
5. Shri Faggan Singh Kulaste
6. Shri Rupchand Murmu
7. Shri Virchandra Paswan
8. Shri Ashok Pradhan
9. Shri Ashok Kumar Rawat
10. Shri Bajju Ban Riyan
11. Dr. (Col.) Dhani Ram Shandil
12. Shri Sugrib Singh
13. Shri Lalit Mohan Suklabaidya
14. Shri Ratilal Kalidas Varma

RAJYA SABHA

15. Shri Gandhi Azad
16. Dr. Faguni Ram
17. Shri Robert Kharshiing
18. Shri Ram Nath Kovind
19. Shri Lalhmingliana
20. Shri Moolchand Meena
21. Shri Faquir Chand Mullana
22. Shri Nandi Yellaiah

SECRETARIAT

1. Shri John Joseph, Additional Secretary
2. Shri R.C. Ahuja, Joint Secretary
3. Shri Gopal Singh, Deputy Secretary
4. Ms. J.C. Namchoy, Under Secretary

WITNESSES

MINISTRY OF HEALTH AND FAMILY WELFARE **(DEPARTMENT OF HEALTH)**

1. Shri P. K. Hota, Secretary
2. Smt. Bhavani Thyagarajan, Joint Secretary
3. Dr. Vinayak M. Prasad, Director

ALL INDIA INSTITUTE OF MEDICAL SCIENCES (AIIMS)

1. Dr. P. Venugopal, Director
2. Dr. (Mrs.) Kusum Verma, Dean
3. Shri Debasish Panda, Deputy Director (Admn.)
4. Shri Mayank Sharma, Senior Financial Advisor
5. Dr. Nikhil Tandon

2. At the outset, the Chairman welcomed the representatives of the Ministry of Health and Family Welfare (Department of Health) and the All India Institute of Medical Sciences (AIIMS). With the permission of the Chair, a representative of the AIIMS briefly explained the working of AIIMS through powerpoint presentation.

3. The Committee then took further evidence of the representatives of the Ministry of Health and Family Welfare (Department of Health) and All India Institute of Medical Sciences on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in the All India Institute of Medical Sciences, including reservation for Scheduled Castes and Scheduled Tribes in admission therein", which had remained inconclusive on 17 January, 2005. The evidence was concluded.

4. The Chairman requested the representatives of the Ministry of Health and Family Welfare (Department of Health) and AIIMS to send written replies to the list of points handed over to them. The witnesses then withdrew.
5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(2006-2007)

(FOURTEENTH LOK SABHA)

**TENTH SITTING
(09.01.2007)**

The Committee sat from 1500 to 1600 hrs.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS

LOK SABHA

2. Shri Anandrao Vithoba Adsul
3. Shri S. Ajaya Kumar
4. Shri M. Appadurai
5. Shri Biren Singh Engti
6. Shri Eknath M. Gaikwad
7. Shri G.V. Harsha Kumar
8. Shri Kailash Meghwal
9. Shri Rupchand Murmu
10. Shri Jual Oram
11. Shri Harikewal Prasad
12. Shri Ashok Kumar Rawat
13. Shri Bajju Ban Riyan
14. Dr. (Col.) Dhani Ram Shandil
15. Shri Sugrib Singh
16. Shri Lalit Mohan Suklabaidya
17. Shri Vanlalzawma

RAJYA SABHA

18. Shri Sharad Anantrao Joshi
19. Shri Robert Kharshiing
20. Shri Lalhming Liana
21. Shri Harendra Singh Malik
22. Shri Nabam Rebia
23. Shri Veer Singh
24. Shri Nandi Yellaiah

SECRETARIAT

1. Shri Gopal Singh, Director,
 2. Ms. J.C. Namcho, Under Secretary
2. At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft report on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for SCs and STs in admission therein" and adopted the same with minor modifications.
3. The Committee also authorised the Chairman to finalise and present the report to both the Houses of Parliament.

The Committee then adjourned.

Statement showing the details of Group 'B' vacant posts reserved for SC/ST
UNDER THE MODE OF DIRECT RECRUITMENT at the AIIMS.

GROUP B

S.NO.	POST NAME	SANCTIONED STRENGTH	TOTAL	VACANCY	RESERVATION OF VACANCY				REMARKS FOR FILLING OF VACANCIES
					UR	SC	ST	OBC	
1.	Programmer	11	1	10	6	0	1	3	Advertised
2.	Tutor in Nursing/Senior Nursing Tutor	10	8	2	0	1	0	1	Being advertised
3.	Medical Social Service Officer Grade II	18	17	1	0	1	0	0	Being advertised
4.	Assistant Dietician	8	6	2	0	1	0	1	Interview fixed on 13/01/2005
5.	Technical Officer (CWS)	7	3	4	3	1	0	0	Direct Recruitment Quota - Advertised
	TOTAL	54	35	19	9	4	1	5	

Statement showing the details of Group 'C', vacant posts reserved for SC/ST under the mode of Direct Recruitment at the AIIMS.

GROUP C

S.NO.	POST NAME	SANCTIONED STRENGTH	TOTAL	VACANCY	RESERVATION OF VACANCY				REMARKS FILLING OF VACANCIES
					UR	SC	ST	OBC	
1.	Lower Division Clerk	211	190	21	2	1	9	9	Already notified
2.	Stenographer	114	83	31	8	8	8	7	Already notified
3.	Security Cum Fire Guard grade II	75	70	5	0	0	2	3	Being notified to Employment Exchange
4.	Laboratory Technician	305	219	86	29	12	14	31	Resultant vacancies. Posts is to be notified to the Employment Exchange.
5.	Junior Engineer (A/C & R)	5	4	1	0	1	0	0	To be notified
6.	Technical Assistant (ENT)	4	2	2	1	1	0	0	Interview to be held
7.	Perfusionist	11	4	7	3	1	1	2	Interview held
8.	Statistical Assistant	5	0	5	2	1	0	2	Advertised
9.	Data Entry Operator Grade A	22	11	11	6	1	0	4	To be advertised
10.	Workshop Assistant (CWS)	13	5	8	6	0	1	1	Interview dated is being fixed
TOTAL		765	588	177	57	26	35	59	

Statement showing the details of Group 'D' vacant posts reserved for SC/ST
UNDER THE MODE OF DIRECT RECRUITMENT at the AIIMS.

GROUP D

S.NO.	POST NAME	SANCTIONED STRENGTH	TOTAL	INPOSITION				VACANCY	RESERVATION OF VACANCY				REMARKS FILLING OF VACANCIES
				UR	SC	ST	OBC		UR	SC	ST	OBC	
1.	Office Attendant Grade II	92	88	44	28	4	12	4	0	0	3	1	Already notified
2.	Mali	28	13	4	3	0	6	15	12	0	2	1	Interview to be fixed.
3.	Khalasi	63	50	23	13	1	13	13	6	0	3	4	DPC interview to be fixed
4.	Beldar	105	93	42	32	5	14	12	5	0	2	5	Interview to be fixed
5.	Sanitary Attendant Grade III	413	387	0	387	0	0	26	0	26	0	0	Not to be filled as work awarded is contract basis
6.	Masalchi / bearer Grade II	93	91	49	21	4	17	2	0	0	2	0	To be notified
7.	Cook Grade II	34	28	19	2	0	7	6	3	0	2	1	To be notified
	TOTAL	828	750	181	486	14	69	78	26	26	14	12	
	Sweepers	-	-	-	-	-	-	-	0	(-)26	0	0	Not to be filled as work awarded on contract basis.
									26	0	14	12	

STATEMENT SHOWING THE DETAILS OF COMPLAINTS/GRIEVANCES RECEIVED FROM THE EMPLOYEES BELONGING TO SC/ST CATEGORY DURING THE LAST 5 YEARS FROM 1999 TO 2004.

Sr. No.	Name & Designation	Group	Category	Date of complaints/ grievances	Issue of Grievance/ Complaints	Action Taken
1.	Sh. Suresh Bashkar Assistant Engineer (Civil)	B	SC	30.03.99 & 04.09.2000	Promotion to the post of Executive Engineer (Civil)	One post of Executive Engineer (Civil) reserved for SC was lying vacant prior to 02.07.97 but Sh. Suresh Bashkar was not eligible at that time and could not be promoted. However, the status of the said post was changed to unreserved after implementation post based roster w.e.f. 02.07.97. After the change of its status, the said post was filled by senior most Assistant Engineer (Civil). Moreover, one post of Executive Engineer is likely to fall vacant on 31.01.2005. Sh. Suresh Bashkar is now the senior most Assistant Engineer and he will be promoted to the post of Executive Engineer against the said post subject to his fitness.
2.	Sh. Rajender Prasad, Technician (Radiotherapy) Gd.I	C	SC	23.03.1999	Promotion to the post of Technician	He has been promoted to the post of Technical Officer in September, 2001.

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					Officer (Radio-Therapy)	
3.	Sh. Ghanshyam Dagar, O.T Asstt.	C	SC	18.06.1999, 02.01.2000, 19.01.2001, 30.01.2001, 13.07.2001, 13.12.2001 & Oct.,2004	Promotion to the post of O.T. Technician	The DPC considered his candidature twice in 1998 and 2000, but, he was not found suitable in terms of his ACRs and hence he was declared UNFIT. However, on the recommendations of the Lok Sabha Secretariat and the National SC/ST Commission, his case was reviewed, but, the DPC reiterated its earlier recommendations. He was found FIT by the DPC in 2002 and was promoted to the post of OT Technician. Since he was UNFIT for promotion earlier, his request for promotion with retrospective date i.e. from 1 st DPC was not tenable.
4.	Sh. Rattan Singh, OT Technician	C	SC	17.08.1999 & 09.03.2000	Promotion to the post of O.T. Technician with retrospective date.	The DPC considered his candidature twice in 1998 and 2000, but, he was not found suitable in terms of his ACRs and hence he was declared UNFIT. Third time, he was found FIT by the DPC and was promoted to the post of O.T. Technician in June, 2002. He has retired in January, 2003.
5.	Sh. Bal Prasad, O.T. Asstt	C	SC	04.09.1999	Promotion to the post of O.T. Technician	He was found UNFIT by the DPC in 1998. However, he took voluntary retirement in November, 2000.
6.	Sh. Ramesh Chandra, Sr. Tech.	A	SC	15.05.2000 &	Promotion to the post of	He has been promoted to the post of Chief Technical Officer w.e.f.

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	Officer (Radiology)			05.03.2001	Chief Technical Officer.	01.03.2000.
7.	Ms. Pushpa Joshi, Stenographer	C	SC	04.09.2000	Promotion to the post of P.A. retrospectively.	She was promoted to the post of P.A. w.e.f. 01.10.1993.
8.	Sh. Yashwant Kumar, P.A.	B	SC	11.05.2000 & 08.06.2000	Promotion to the post of P.a. w.e.f. 01.03.1992	He has been promoted to the post of P.A. w.e.f. 01.07.1996 retrospectively. His claim for promotion to the said post w.e.f. 01.03.1992 was not admissible and he was informed accordingly.
9.	Sh. Praveen P. Pathrabe, JE (E)	C	ST	30.06.2000 & 16.08.2000	Promotion to the post of Asstt. Engineer (E)	One post of Asstt. Engineer (E) reserved for SC was lying vacant. The SC category candidate was not eligible for promotion. Sh. Pathrabe was considered being ST candidate against the post reserved for SC, but, the ineligible SC candidate available in the feeder grade made a complaint against Sh. Pathrabe that he does not belong to ST category. His ST Certificate was sent to the concerned authorities for verification and it was informed that the individual concerned may be asked for filling the requisite papers giving full particulars for scrutiny by the Scrutiny Committee of the State. Sh. Pathrabe was accordingly requested a number of times to provide the requisite information but he has not provided the

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						same in spite of number of such reminders to him. Hence, his caste certificate is in question and the said post remained vacant.
10.	Sh. Rajender Singh, Plumber	C	SC	23.05.2000, 13.03.2001 & 03.07.2001	Appointment to the post of Jr. Engineer (Civil)	He did not qualify the screening test held for the post of J.E. even though he was called for interview by giving relaxation in standard, but was not found suitable. He secured only 19 marks out of 1000 in the screening test. His claim was not admitted and he was informed accordingly number of times about his representation.
11.	Sh. Shiv Pal, Workshop Technician Gd.II	C	SC	21.09.2000 & Aug/Sept.,04	Personal promotion to the post of Technical Officer	He was Pager Assistant merged in the cadre of Central Workshop, In accordance with his status and as per rules, he was not eligible for promotion to the post of Technical Officer.
12.	Sh. Hira Lal, Sanitation Supervisor	C	SC	18.09.2000	Request for consideration for the post of Sanitation Supervisor Gd.I.	At present no post of Sanitation Supervisor Gd.I is lying vacant. His representation has been considered and regretted.
13.	Sh. Hari Shanker, Programmer	B	SC	12.10.2001	Request for revision of pay-scale from Rs.2375- 3500/- to Rs.2200- 4000/- (pre-	It is a matter of policy. However, his claim for revision of pay-scale from Rs.2375-3500/- to Rs.2200-4000/- (pre-revised) is not justified. There are 10 incumbents against 10 sanctioned post of Programmer in existence.

					revised)	
14.	Sh. Ashok Kumar Bhukesh, PS (Ad-hoc)	B	SC	19.03.2001	Request for promotion to the post of P.S. on regular basis against the post reserved for SC.	One post of P.S. reserved for SC is lying vacant. He has promoted to the post of Private Secretary on ad-hoc basis w.e.f. 01.01.2002, but, he does not fall within the zone of consideration for promotion even after extending the zone of consideration by 5 times.
15.	Sh. L.C. Dhiry, Medical Record Officer	B	SC	2000	Promotion to the post of Sr. Medical Record Officer	He was not eligible for promotion to the post of Sr. Medical Record Officer. Moreover, he has since retired in 2003.
16.	Sh. O.P. Beniwal, Sr. Steward	C	SC	15.02.2000	Request for promotion to the post of Chief Steward	No post of Chief Steward is existing. However, the post of Chief Steward in the pay-scale of Rs.5000-8000/- has been approved by the SFC/GB of the Institute, but, the approval of the M/o Finance is awaited.
17.	Ms. Sunita Chauhan, Technician (Radiology) Gd.I	C	SC	09.01.2001	Promotion to the post of Technician (Radiology) Gd.I from retrospective date.	She has been promoted to the post of Technician (Radiology)Gd.I from retrospective date i.e. 12.09.1998.
18.	Sh. Jia Lal, OTA	C	SC	08.10.2001	Promotion to the post of O.T. Technician	The DPC in its meeting held in 2000 found UNFIT all of them. In the next DPC held in 2002 found FIT to Sh. Jia Lal, Sh. Sri Pal and Sh. Yash Pal
	Sh. Sri Pal, OTA		SC			
	Sh. Halke Ram Meena, OTA		ST			

	Sh. Yash Pal Singh, OTA		SC			Singh and found UNFIT to Sh. Halke Ram Meena. Sh. Halke Ram Meena was, however, found FIT by the DPC in May, 2003 and was promoted to the post of OT Technician. His claim for retrospective promotion is not tenable.
19.	Sh. Satya Pal Singh, Tech. Officer (Ad- hoc) CWS	B	SC	12.10.2001	Request for regularization to the post of Technical Officer(CWS)	No post of Technical Officer (CWS) in the trade of Boiler Attendant is lying vacant as he possessed the qualification in the trade of Boiler Attendant. He has been appointed to the post of Technical Officer (CWS) on ad-hoc basis against one of the vacant posts of Technical Officer (CWS) in other trades.
20	Sh. Rahul, Lab. Tech (Ad-hoc)	C	SC	23.12.2001	Regularization to the post of Lab. Technician	Due to administrative reasons, recruitment to the post of Lab. Technician could not be made for a longer period. However, recruitment to the post of Lab. Technician has been made recently and he is on the wait list. There is no procedure for regularization of ad-hoc employee until & unless the regular selection process is completed.
21.	Sh. Jitender Singh, Lab. Attdt. Gd.II	C	SC	12.12.2001	Promotion to the post of Lab. Assistant	He was found UNFIT by the DPC. He, however, has been appointed recently to the higher post of Laboratory Technician under the mode of Direct Recruitment.

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22.	Sh. Sumesh Kumar, Laboratory Attendant Gr. II	C	SC	26.12.2001	Promotion to the post of Laboratory Assistant	He was found UNFIT by the D.P.C. in 2002, there after no post of Laboratory Assistant has fallen vacant. His representation has been considered but regretted.
23.	Sh. Naresh Kumar, Sh. Krishan Lal, Sh. Lal. Chand, Sh. Tara Chand Laundry Operators	C	SC	10-11/2001	Request for consideration of their candidatures for the post of Assistant Laundry Supervisor.	They does not possess the requisite qualification for the post of Assistant Laundry Supervisor.
24.	Dr. Darlong Senior Resident	'B'	S/T	2002	Request for posting in the Deptt. Of Surgery	He has been posted in the Deptt. Of Surgery and has no more grievance.
25.	Dr. S. Vivakanandan Asstt. Professor	'A'	S/C	2002	Regarding securing job as a SC candidate (Ccomplaint from Govt. of Kerala)	The Hon'ble High Court of Kerala state has declared him none S/C candidate. The Govt. of Kerala has requested that the necessary action regarding termination of his service may be taken as he was appointed to the post of Biochemist with falls S/C certificate. The National Commission for SC/ST has stayed the action informing that the commission is making necessary investigations in the matter.

26.	Sh. Pradeep Kumar Sanitation officer	B'	S/C	2002	Request for promotion to the post of Sr. Sanitation Officer	Prior to 02.07.97 1 post of Senior Sanitation Officer was reserved for S/Caste but Sh. Pradeep Kumar was not eligible. After implementation of New Post Based Roster w.e.f. 02.07.97 the status of the said post changed and become Unreserved the same has been filled in by senior most Sanitation Officer other then Sh. Pradeep Kumar. He has been informed the position number of times but his case is still pending in the National Commission for SC & ST.
27.	Sh. Pradeep Kumar Jr. Engineer (Elect.)	C'	S/C	2002	Request for promotion to the post of Asstt. Engg. (Elect.)	01 post of Asstt. Engg. (Elect) is vacant from 2002, the D.P.c. for the same held in 2002 but he was not eligible. The DPC consider Sh. Praveen P. Patharabe (S.T.) candidate against this post. Sh. Pardeep Kumar challenged that Sh. Patharabe is not S/T candidate and his certificate is false the authenticity of the S/T certificate of Sh. Patharabe was verified from the concerned authority of Nagpur, who asked for providing an a prescribed format for scrutiny committee but Sh. Patharabe had not submitted the requisite information as asked by the scrutiny committee. Vigilance enquire is contemplated against Sh. Pradeep Kumar Jr. Engg. (Elect) hence post of Asstt. Engg. (Elect.) reserved for S/Caste is remain vacant.

28	Sh. Harish chander Verma, Tech. (Radiology) Gr.I	'C'	S/C	2002	Request for promotion to the post of Tech. (Radiology) Gr.I	In 2000 the DPC found unfit. However, he has been promoted to the post of Technician (Radiology) Gr.I in 2002
29.	Sh. Arvind K. Gajbhya Sanitary Inspector Gr.I	'C'	S/C	2002	Request for promotion to the post of Sanitation Officer	No post of Sanitation Officer is lying vacant for his promotion. His representation has been considered but it is regretted.
30.	Mrs. Anita L.C. (Muneshwar) Sister Grade-II	'C'	S/C	2002	Request for promotion to the post of Sister Gr.I	She has been promoted to the post of Sister Grade-I and has no more grievance.
31.	Dr. Rakesh Kumar Asstt. Prof. (ENT)	'A'	SC	2003	To condone the break in service and grant promotion to the post of Assoc. Prof.	The representation of Dr. Rakesh Kumar, Asstt. Prof. (ENT) has been considered but his request is not covered under the rules.
32.	Sh. Maharaj Singh, U.D.C.	'C'	SC	2003	Re-fixation of seniority in the post of L.D.C.	Sh. Maharaj Singh, UDC was working in the Mobile Ophthalmic Unit (Proj.) at Dr. R.P. Centre his project was taken over by the Institute in 2001 he merged with the cadre of L.D.C. and given his seniority in the cadre in accordance with the prevailing rule. He was also promoted to the post of UDC on his turn. His representation has been considered number of times but regretted. He has also filed a Writ Petition in the court and the matter is sub-judice

33.	Dr. P.N. Dogra, Addl. Professor of Urology	A	SC	2004	Grant of promotion as Addl. Professor	He was due for promotion under ACP Scheme from 01.07.94 he was on foreign assignment when interview was taken place in 1995 he did not appear interview and also did not any request for considering his candidature inabsatia. The Selection Committee did not consider his candidature for the beach of 01.07.94. However, he was considered for the next beach of 01.07.95 and promoted as he was appeared in interview. Now his pleading his promotion w.e.f. 01.07.94 instead of 01.07.95 because of non receipt of interview letter but the same is not covered under the rules. However, the matter is under consideration of the competent authority of this Institute.
34.	Joint Representation from P.A.	B	SC	2004	Request for filling up the post of PS	Reserved category candidates have requested that they may be considered for the post of P.S. under the seniority against the post lying vacant under the mode of Departmental Competitive Exam. The same is not covered under the rules. There cases has been considered & regretted.
35.	Sh. Rajender Singh, Laundry Supervisor	C	SC	2004	Promotion to the post of Laundry Manger	Only one post of Laundry Manger was vacant and the same was filled in senior most Laundry Supervisor. The post was unreserved Sh. Rajinder Singh was stand at sr. no. 2 in the seniority list of Laundry Supervisor

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36.	Sh. Sushil Kumar, Receptionist	C	SC	2004	Promotion to the post of Jr. Reception Officer	The case of Sh. Sushil, Kumar, Receptionist to be considered by the DPC being fixed soon.
37.	Ms. Niranjana D. Shamkumar, Sister Gd.-I	C	SC	2004	Promotion to the post of ANS	There is no suppression of Ms. Niranjana D. Shamkumar. She will be considered for promotion to the post of ANS on her turn. At present no post of ANS reserved for SC is lying vacant.

APPENDIX 'E'

(Vide para 4 of Introduction)

**SUMMARY OF CONCLUSIONS/RECOMMENDATIONS
CONTAINED IN THE REPORT**

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
1.	1.10	<p>The Committee note that the Section 10 of AIIMS Act 1956 provides for constitution of Governing Body of the Institute. As per Regulation 5 of AIIMS Regulations, 1999, the Governing Body is constituted by the Institute Body from amongst its members whereas the Institute Body is constituted by the Central Government. The Governing Body comprises of President of Institute as Chairman, Director General of Health Service as Ex-Officio Member, a representative of the Ministry of Finance as Member, Director, AIIMS as Member, one Member elected by the Members of the Institute from amongst the three members of the Parliament elected to the Institute and six Members to be elected by the Members of the Institute from amongst themselves. The Committee regret to note that there is no provision made for inclusion of reserved category candidates in the composition of the Institute Body and the Governing Body. However in the past members belonging to SC/ST community were members of the Institute Body nominated by the Central Government and they became Members of the Governing Body. The Committee note with concern that at present there is no SC/ST member in the Governing Body of AIIMS. The Committee are of the view that nominating SC/ST Member in the Governing Body as also in Institute Body would definitely help to watch the interests of SC/ST communities. The Committee, therefore, recommend that Government should take appropriate action for making mandatory provision to nominate one SC/ST member each in the Institute Body and Governing Body of AIIMS.</p>
2.	2.15	<p>The Committee note that as per the prescribed admission policy in AIIMS 15% and 7.5% undergraduate and Postgraduate seats are reserved for SC and ST candidates respectively. However, PG seats are reserved for SC and ST candidates discipline/department-wise. The Committee note that in certain courses intake of SC and ST candidates in admission, is being maintained as per reservation policy while in some other courses like M.Sc./M.Biotechnology/ M.Sc.(Nursing), shortfall in intake of SCs and STs has been observed during the years 2001 to 2004 and in MD/MS/MDS courses during the years 2002 and 2003, the shortfall in intake of SC and ST candidates was also observed in B.Sc.(Hons.) certificate course in 2004. The Committee desire that AIIMS should make all efforts in the first instance to attract more students to take the courses so that more SC/ST could appear for admission tests in such courses. The Committee also like the AIIMS to examine the shortcomings as to why the present system of counselling has not brought about the desired results as certain seats reserved discipline-wise are not being filled up by the candidate of reserved categories. It is also evident from large number of SC/ST candidates who did not opt for admission even though sufficient number of them had been called for counselling. The Committee, therefore, recommend that AIIMS should increase the seats in popular PG disciplines so that more SC/ST candidates could also opt for those seats and that those successful SC/ST candidates are not forced to take unpopular disciplines or</p>

altogether leave the course. The Committee may also be provided with detailed intake of students including SCs and STs among them in all Undergraduate and Postgraduate courses in 2005 and 2006.

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
3.	2.16	The Committee note that the reservation is not applicable in admission to DM/M.Ch. courses in terms of the directions of the Hon'ble Supreme Court of India/Government of India. The Committee also note that the directions of Hon'ble Supreme Court of India as issued by the Ministry of Health and Family Welfare/Government of India in this regard are being followed by AIIMS and the matter is pending in Supreme Court. The Committee urge both the Ministry of Health and Family Welfare and AIIMS to get the case expedited to overcome the situation arising out of the direction of Supreme Court for not providing reservations in DM/M.Ch. courses and the Committee be apprised of the outcome in the case.
4.	3.16	The Committee note that appointment procedure in services in AIIMS, is both through Direct Recruitment and by promotions in all Group 'A' (faculty and non-faculty) B,C and D posts, since inception of the Institute in 1958 and the percentage of reservation is 15% for SCs and 7.5% for STs. The Committee also note that none of the teaching, secretarial and technical posts under Group A, B, C and D are exempted from the purview of reservation policy while most of the Professors/Faculty posts are filled under Assessment Promotion Scheme. The Committee further note that AIIMS had conducted recruitment every year in almost all categories of posts during the years from 2001 to 2004. The Committee, however note that every year certain posts of SCs and STs had to be carried forward to next year. As a result, as on 31.3.2005, there were carried forward vacancies of 5, 4, 26 and 26 of SCs in Group A (Non-faculty), B, C and Sweeper categories of posts respectively and 7, 1, 1, 35 and 14 of STs in Group A (Faculty), Group A (Non-Faculty), B, C and D categories of posts respectively. The Committee, however have not been provided with the details of Group A (Non Faculty) posts which have been shown as carried forward SC/ST posts. The Committee feel that details of such posts should have been made available to them. The Committee would like AIIMS to conduct special recruitment to fill up all SC/ST posts in Group A (Faculty), Group A (Non-Faculty) and Group B posts within six months so that no carried forward vacancies as existed on 31.03.2006 may remain unfilled.
5.	3.17	The Committee have been apprised that the reasons for continuous carrying forward of SC and ST posts, especially in Group C and D categories, was due to a large number of <i>ad hoc</i> appointments to Group 'C' and also demand for regularisation of people engaged on daily wages in Group 'D' against the vacant posts. This had disturbed the recruitment process and the recruitment could not be conducted during the period. The Committee are not convinced by the reply furnished to them. The Committee are surprised as to why AIIMS resorted to ad-hoc appointments in the first place. The Committee are of the view that if the Ministry of Health and Family Welfare and AIIMS had made serious efforts to resolve the problem, the need for carrying forward a large number of SC/ST vacancies in Group C and D would not have arisen. The Committee are also of the view that unless concerted efforts are

made by the AIIMS, the representation of SCs/STs in recruitment cannot be maintained. The Committee desire that the Ministry/AIIMS should resort to time bound Special Recruitment Drive in case SC/ST posts are not filled up through regular recruitment process in order to resolve the problem of carrying forward of number of SC/ST vacancies in Group C and D.

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
6.	3.18	The Committee note that AIIMS conducted interviews for filling up of various faculty posts but Selection Committee did not find any ST candidate suitable for those posts. The Committee desire that if ST candidates are not suitable for these posts, the best among the available candidates should be selected and given necessary coaching/training and given another chance to clear the recruitment process. The Committee recommend that the reserved posts for STs should be given wide publicity so that more ST candidates can appear for interview and the best among them can be selected.
7.	3.19	The Committee note that recruitment action in respect of all non-technical posts including reserved posts is in process, subject to clearance of the Screening Committee. The Committee are not convinced with the reply. The Committee recommend that within a time frame, Group 'D' posts in regard to Attendant Grade-II, Mali, Khalasi, Beldar, Masalchi/Bearer Grade II, Cook Grade II and 26 Sanitary Attendant Grade III may be filled up. The Committee would also like to be apprised of the latest position in this regard.
8.	3.20	The Committee also note that special recruitment drive was conducted in the year 2000-2001 when all the backlog posts in Group A, B, C and D reserved for SCs and STs were reported to have been filled up. It has also been reported that majority of posts filled up were in Sister Grade-II and that necessary steps were taken to fill up all SC/ST vacancies. The Committee urge AIIMS to make all out efforts to fill up all the vacancies reserved for SCs/STs in all Groups within a time frame and impose complete ban on the adhoc appointments till the vacancies are fully filled.
9.	3.21	The Committee also note that a number of SC/ST candidates have been appointed on <i>ad-hoc</i> basis in different categories of posts like Assistant Professor, Asstt. Admn Officer, L.D.C. Stenographer etc. The Committee are concerned that as on 1.1.2005 out of 451 ad-hoc appointments, there were 71 SC and 11 ST candidates working in AIIMS. The Committee would like to know why such a large number of employees are working on an <i>ad-hoc</i> basis. The Committee were not apprised for how long those employees are working in AIIMS. The Committee feel that first all the <i>ad-hoc</i> appointees should be given a chance to compete for the available vacancies and reservation should be given to the posts wherever it is applicable.
10.	3.24	The Committee are unhappy to note that the Ministry have not furnished the position of shortfall in regard to Group A (Faculty) posts in AIIMS. The Committee feel that the Ministry and AIIMS even though they know that Group A (Faculty) posts are not exempted from the reservation policy, they did not deem it fit to furnish the details. The Committee, therefore, recommend that position in regard to Group A (Faculty) posts be furnished immediately.

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
11.	3.25	<p>The Committee note that representation of ST in all categories of posts is much below the prescribed quota. The Committee are not convinced with the plea of the Ministry that the shortfall of ST in recruitment is due to non-availability of ST candidates in spite of wide publicity of vacant posts and that in promotion due to non-availability of eligible candidates in the feeder grades even after extending the zone of consideration by five times. It is a matter of great concern that AIIMS has not been able to have the prescribed percentage of ST candidates even in Group C and D posts. The Committee are fully convinced that even though the reservation policy in AIIMS was applicable since 1958, Institute has not done enough to maintain the prescribed percentage of ST employees. The Committee equally find the Ministry responsible for the poor intake in ST candidates even in Group C and D posts. The Committee would, therefore, recommend that AIIMS should given wider publicity to posts by making arrangement for publications of advertisement of vacancies in Group 'C' and 'D' posts in prominent vernacular dailies published in all the States including the tribal dominated areas at the earliest and shortfall in these categories be wiped out by conducting special recruitment drives. In case of shortfall in Group A and B categories too, action to make good the shortfall be taken by converting the promotional posts to direct recruitment posts so that prescribed percentage of SCs and STs is maintained. The Committee would like the Ministry to apprise them of the action taken in clearing the shortfall in all categories of posts expeditiously.</p>
12.	3.34	<p>The Committee note that the promotion policy of AIIMS is as per recruitment rules laid down by the Cadre Review Committee Report 1991 for various posts. The Committee note that the Ministry/AIIMS have furnished the details of promotion carried out in Groups A (Non-Faculty), B, C, D (others and sweepers categories). The Committee also note that the details as on 1.1.2002 show the details of vacancies reserved for SC and ST and shortfall of SC/ST in each category of posts whereas the same has not been provided in details as on 1.1.2003, 1.1.2004 and as on 1.1.2005. It is therefore not possible to find whether the vacancies reserved for SCs and STs have been filled up fully. The Committee note that there is difference in shortfall of SCs and STs in Group A (Non-Faculty) shown as per the details as on 1.1.2002 under para 3.30 and the details shown as on 1.1.2002 under para 3.31. There is no shortfall of SCs in Group A (Non-Faculty) and the number of shortfall of STs in the same group has been indicated as 2. The Committee would like a clarification in this regard. The Committee would also like to know as to why the details have not been furnished as per the proforma. The details may be furnished afresh so that the exact position could be known. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional posts to direct recruitment as per Office Memorandum No. AB(14017/30/89 Estt.(RR) dt. 10.7.90.</p>

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
13.	4.7	The Committee are happy that a SC/ST Cell is functioning in the Ministry for over twenty years and that Joint Secretary dealing with SC/ST matters has been nominated as Liaison Officer in the Ministry. The Committee recommend that the Liaison Officer should conduct regular annual inspection of rosters maintained at AIIMS and other offices and organisations directly under the control of the Ministry to ensure proper implementation of reservation orders. In case of any negligence or lapse, the matter should be reported to the Secretary of the Ministry for obtaining direction in the matter.
14.	4.8	The Committee note that AIIMS has also established a SC/ST Cell and a Liaison Officer has been appointed. The Committee are happy that the Liaison Officer meets with SC/ST employees to discuss their grievances and to exchange views. The minutes of such meetings being informal, however, are not being recorded. The Committee, therefore, recommend that the minutes of the meetings between the Liaison Officer and SC/ST Employees Association should be kept and a copy each be made available to the SC/ST Employees Association and Liaison Officer in the Ministry so that proper follow up action can be taken in the matters discussed in the meeting.
15.	4.12	The Committee are happy to note that there is a Grievance Redress Cell functioning in AIIMS headed by one Deputy Director (Admn.) where each grievance of the employee is allotted grievance registration number by the Grievance Redress Cell. The Committee also note that a meeting is usually called between the administration and SC/ST Employees' Association once in a month for finding solution of grievances and if necessary, the note is sent to the President, AIIMS for consideration or clarification for orders.
16.	4.13	The Committee have been informed that 67 complaints/ representations were received during the years from 1999 to 2004 and that only 7 complaints remain to be disposed of. The Committee, however, find that in the Statement furnished, the details of only 51 complaints have been given. The Committee, therefore, urge the Ministry and AIIMS to furnish the details of remaining complaints together with their disposal reports. The Committee also desire that details of complaint received after 2004 till date may also be furnished to them.
17.	4.18	The Committee note that AIIMS has framed certain guidelines for sending its employees for training abroad. Out of 114 persons sent abroad for training during the years 1999 to 2005, the representation of ST was only 2 and that of SC was 14. The Committee, therefore, recommend that more SC/ST officers should be encouraged for attending various training programmes in India and abroad. The Committee also recommend that in near future the first preference should be given to SCs and STs for such training. This would enable them to broaden their outlook and increase their knowledge.

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3
18.	4.19	<p>The Committee note that AIIMS has planned to establish Human Resource Development Department to develop the skills of the employees and to arrange training for employees on certain posts. The Committee are happy that AIIMS has also decided to impart training through ISTM for reserved category candidates to make them suitable for promotions to the posts of Stenographer, Assistant and Private Secretary. They are of the view that AIIMS should make provision for pre-recruitment and pre-promotional training for SCs and STs on regular basis in order to help these communities to improve their skills and to get their due representation in AIIMS. The Committee desire that the proposed Human Resource Development should be set up in a time bound manner within one year and the progress made in this regard should be submitted to the Committee for information.</p>
19.	4.22	<p>The Committee note that the High Court of Kerala had declared the Associate Professor as non Scheduled Caste candidate and that the Government of Kerala had requested for taking necessary action for termination of his services as he had been appointed to the post of Biochemist on the basis of false caste certificate. The Committee, however, note that due to intimation from the National Commission for SC/ST that they are investigating the matter, no action has been taken against him. The Committee would like to know the present position of the case and also recommend that unnecessary long time should not be taken to know the truth as the High Court of Kerala had already pronounced the judgment. The Committee further note that one post of Assistant Engineer (E) reserved for SC was vacant and as there was no eligible SC candidate for promotion to that post, one Jr. Engineer (Electrical) belonging to ST candidate was considered against the post reserved for SC. The Committee also note that in the complaint made by the ineligible SC candidate, that individual ST candidate was asked to file the requisite papers for scrutiny by the Scrutiny Committee but that candidate has not provided the requisite information. The Committee, are perturbed to note that no action seems to have been taken against that individual. The Committee feel that enough time has already been given to him to file the requisite papers. If he is a genuine ST person, he could have furnished the papers by now. The Committee, therefore, strongly recommend if both the cases are proved to be the cases of false caste certificate action should be initiated to terminate their services.</p>
20.	4.23	<p>The Committee further recommend that the nodal Ministry should issue an instruction to the appointing authorities at various levels to verify caste certificate produced by the candidates at the time of their initial recruitment/appointment and the same should be verified from the concerned authorities along with the verification of character and antecedents at the time of entry in Government services.</p>

Sl. No.	Para No. of the Report	Summary of Conclusions/Recommendations
1	2	3

21. 4.25 The Committee note that the AIIMS in its Annual Report has given references to the achievement, made in different fields, but no information on the representation of Scheduled Castes and Scheduled Tribes and other welfare measures towards SCs/STs employees has been given. The Committee, therefore, recommend that the activities of the Cell under the control of Liaison Officer and the statistics relating to representations of Scheduled Castes and Scheduled Tribes in AIIMS and other welfare activities towards SCs/STs should also be incorporated in the Annual Report.